

**Board of Directors Meeting Minutes
September 19, 2023, 5:00 CST**

I. Welcome & Call to Order at 5:03 PM PST

- a. In Attendance: Eric Smith, President, Allison Thomas, Vice President, Jo Clough, Secretary, Erin Miley, Treasurer, Charlotte Dumford, Director, Danielle Piascik, Director, and Jason Tice, FHANA Executive Director.
- b. Absent: Will Bron, Director
- c. Conflicts of Interest: None

II. Correspondence – Mr. Smith

- a. Email from the KFPS regarding Board changes: It was reported by the KFPS that two Board of Directors, Ella Wiersma and Tineke Schokker, stepped down effective the day of their notice. Organizational culture was cited as the precipitating factor. These two vacancies have since been filled. Mr. Bron is in the Netherlands now and will meet with Ms. Marijke Akkerman this Thursday to further discuss this situation. It is speculated that their resignations are tied somehow to the stallion selection process.
- b. Going forward, the FMC minutes will be moved into the correspondence section given they are not a committee.

III. Action Items – Mr. Smith

- a. Proposed Lifetime Achievement Award modifications to be returned to committee for more discussion and refinement - Charlotte Dumford
 - i. Ms. Dumford will have a motion. They are still working on the voting process, and do not have a consensus yet. This action item is partially complete.
- b. Create examples of breeding motions for the KFPS and Member Council Representatives – Completed by Allison Thomas
- c. Foal Book process for licensing application - Eric Smith
 - i. This is a work in progress for the committee. The committee will meet tomorrow to address this action item.
- d. Examine rules and regulations pertaining to member conduct, develop action options and a penalty table - Allison Thomas
 - i. A draft has been created and they are meeting on Monday to continue their work on the action item.
- e. Continue to Update Circuit 5 expense and revenue data - Jason Tice
 - i. A lot of information has been added since the last report. The combined committees will meet this Friday for further discussion.
- f. Health Committee to author an article to help members understand SNP testing – Jo Ann Clough
 - i. In progress, there are two Health Committee members collaborating on this project.

- g. Reconcile language in the charter and bylaws pertaining to the countries FHANA covers (U.S, Canada, etc.) - Allison Thomas
 - i. The committee is meeting next Monday to continue work on the action item.
- h. Review cancellation policy for fees - Erin Miley
 - i. This item is now closed. They will continue to examine this during their budgeting process
- i. Outreach for West Judging class attendees – Combined (Stallion, Inspection, Education) - Completed Eric Smith
- j. Stallion process draft to be returned to committee for refinement and completion - Will Bron
 - i. Mr. Bron was not present this evening to provide an update. This action item will be sent back to the committee.
- k. Reschedule November Board meeting - Completed by Eric Smith

IV. Treasurer's Report

- a. Per Ms. Miley reported on the August 2023 recap. She indicated that they need to do budget forecasting after the Inspections. A number of expenses are up including the KFPS bill, postage, and the Inspection numbers are down slightly. Ms. Miley hopes that this gap will narrow. They are keeping an eye on expenses to see if adjustments need to be made. **Ms. Miley made a motion to approve the Financial Report and the motion was seconded by Ms. Piascik. A vote was taken, and the motion passed unanimously.** Mr. Tice reported that he has not seen a KFPS invoice since July 1st. It was noted that the net income was \$38K. Mr. Smith inquired if we expect that to go into the negative. It was remarked that it may be too early to answer that question. If it is negative, we need to take a hard look at what expenses we can cut for a net positive outcome at the end of the year. We need membership renewals and new members this December to help build revenue. Ms. Miley commented that it was hard to tell where the budget is going. Inspections are not closed, and we are pending renewals. It was noted again that we were hit with higher than normal expenses this year. Mr. Tice noted that we will have a better idea after September; he could forecast what would likely happen at that time. Mr. Tice was not comfortable with the way this was trending. Currently Circuit 5's expenses outweigh its revenue. Mr. Smith challenged all of the committees to see what we can cut by the end of the year and increase income. He advised Directors to ask their groups how can we make this a net positive. Decisions will need to be made about the fate of the Circuit 5 clinics if enrollments do not increase. This decision will be made by October 1. With respect to the KFPS Judges' expenses we are hitting the numbers; however, income has not shown up as of yet. We need to get our members involved. FHANA will not turn away interested participants over the established thresholds for the Inspections. Mr. Smith advised we reach out to those who wanted a Circuit 5 to ensure they enroll their horses. He stated that we need to make it as grand as it can be. The applications will be sent out again via social media given some have not been able to locate the information on the website.
 - i. August Income: \$65,260.75

- ii. Augusts Expense: \$35,304.09
- iii. August Net Income:\$29,956.66
- iv. Total Income \$465,697.10, Budgeted \$467,811.20, with a difference of minus \$2,114.10
- v. Total expense \$427,422.92, Budgeted \$409,416.48, with a Difference of +\$18,006.44

V. Consent Agenda:

- a. Board of Directors August 15, 2023 – Jo Ann Clough
- b. Inspection Committee August 2023 – Jo Ann Clough
- c. Finance Committee August 2023 - Erin Miley
- d. Stallion Committee August 2023 - Will Bron
- e. BBII Ad hoc Committee July 2023 - Eric Smith

Mr. Smith inquired if any of the minutes should be pulled from the Consent Agenda. Ms. Clough advised that we pull the Inspection Committee minutes given it contained a private venue request. **Ms. Piascik made a motion to accept the Consent Agenda with the Inspection minutes removed. Ms. Dumford seconded the motion. A vote was taken, and the motion passed unanimously.**

VI. Executive Director's Report – Jason Tice

- a. Mr. Tice reported that we have one transfer issue from Wisconsin. He may need assistance to obtain a resolution. This relates to any issue from many months ago. The incorrect horse was sold to a buyer, this situation was verified by DNA. The individual has to pay a transfer fee given the horse was returned and renew her membership for the transfer to be completed. Mr. Smith anticipates that he will receive a call from the individual involved.
- b. We will be finishing Circuit 2 and 3. He remarked that the KFPS is slow to give responses to the FHANA Office. He indicated that he needed the programs last week; however, due to the Mare Show they came late Friday afternoon. Unfortunately, he does not have the access to pull the information himself. He will continue to request access.
- c. He did report that our members with BBII registrations are getting more frustrated. The KFPS switched to SNP testing, and we were not informed of the change. DNA is needed for both the mother and father. The KFPS is not currently testing, and they are not communicating with FHANA members. With respect to SNP testing, the Finance Committee has made a recommendation for foals, they will look at this during the budgeting process. Mr. Tice feels that this is a fair price. It was noted that our members need to understand why this is happening especially with the increase in cost. We still do verification by STR and will do SNP for both the foal and dam. The KFPS is doing their dams in the NL. The SNP is a onetime fee. Unlicensed stallions need to send in their SNP sample, BBII stallions have the same requirements as an approved stallion. If they are unwilling to do that the offspring will not get registered. Currently stallions have

an STR on file at University Kentucky. It is important to know that STR and SNP are not compatible. There is a significant difference in the number of markers between the two tests.

- d. Budgets are due from the committees October 1. We need this information to move forward with budgeting.
- e. The USPS is losing papers and packages are returned, resent, and they still come back as unable to forward. Standard first class mailings are not getting to people. Mr. Tice is very concerned that with returning papers we will have duplicate paper fees. He advised that it would be best to send all certified even if it costs an extra \$3. USPS would still be cheaper than UPS and FedEx. Mr. Smith stated if this is what you need to do, do it. Mr. Tice will bring this to Finance as well.
- f. With respect to the 401K policy, FHANA had not anticipated that we would have part time employees. Our policy states that all employees will get up to a certain percentage. Mr. Smith stated that this applies to all unless we have a policy change. It is the right thing to include our part time staff. **Ms. Thomas made a motion that all fulltime and part time employees receive the benefit. Ms. Dumford seconded the motion. A vote was taken, and the motion passed unanimously.**
- g. Inspection registrations as of September 13, 2023. Inspection will look at this for approving applications moving forward.
 - i. British Columbia 15, Alberta 27, Quebec 17, Ontario 48, Kansas 23, South Texas 20, North Texas 11, North Carolina 28, Florida 3, Wisconsin 28, New England 48, South Dakota 16, Iron Spring Farm 19, Oregon 35, Indiana 50, Central California 34, Michigan 29, Southern California 12, Ohio 36, Arizona 12, Circuit 5 West-12 + 2 IBOPS, and Circuit 5 East-19 + 7 IBOPS

VII. Committee Reports

- a. Sports Committee August 2023 – Charlotte Dumford
 - i. **Ms. Dumford made a motion to amend the current Recreational Use Award to add 50 and 100 hour benchmarks to the current recognition of 250, 500, 750, and 1000 hours. Ms. Thomas seconded the motion.** Mr. Tice supports this 100% and added that it will add additional expense. He indicated that the Sports Committee has it in their budget. It was advised that we approve this motion and hold off until February 1, 2024. **Ms. Dumford amended her motion to include starting this initiative in 2024. Ms. Thomas seconded the motion. A vote was taken, and it passed unanimously.**
 - ii. **Ms. Dumford made a motion to update the Talent Cup requirements to reflect its submissions do not have to include a rated event, keeping both categories consistent. Ms. Thomas seconded the motion. A vote was taken, and it passed unanimously.**
 - iii. **Ms. Dumford made a motion: To ensure the use of quality tests and judging for both the Performance Dressage and Talent Cup awards this language will be added to their criteria: "Any ADS, USEF, USDF, SHS, or EC dressage test scored by an ADS, USEF, USDF, SHS, or ES dressage**

judge may be submitted.” The motion was seconded by Ms. Piascik. A vote was taken, and the motion was unanimously approved.

- iv. Ms. Dumford stated that the Lifetime Achievement Award went back for more discussion about the yearly requirement for five qualifying events. **Ms. Dumford motioned that we require three qualifying events per year. Ms. Thomas seconded the motion.** It was asked why three events were selected. She noted that it was thought that five was too stringent. They were trying to come up with a middle ground; however, it should not be easy. They thought that three would be a good number, showing evidence of this high level award. It was clarified that the award does not require ten consecutive years. It was asked what happens with a foaling mare. Foaling mares get credit for that and for their premies. After that, the mare would need additional events, this could be anything. It was noted that it would be hard for a mare during the year of foaling to work toward the requirements. Ms. Piascik did not feel three would be too difficult to achieve given foaling is a qualified event. Mr. Smith commented that he wanted to ensure there is a reasonable path for award achievement. He felt five was unreasonable. He noted that the owner has to plan ahead to achieve this award. Ms. Piascik noted that three seems reasonable, it has significant impact. This would not be for the average horse. You have to work towards it. Much like the Hall of Fame, not all will make that commitment. **A vote was taken, and it passed unanimously.** Ms. Thomas asked that the committee think about an exception for a horse that dies before the ten year requirement is achieved. For example, if the horse had 9 years of achievement and then expires. Ms. Thomas’ suggestion will be taken back to the committee.
- b. Private Venue Application from Southern California: Ms. Clough reported that:
 - i. The initial Inspection site was anticipated to cost over \$3,500.00 with all associated costs; however, this did not include the stall fees of \$100.00/per day.
 - ii. The site required a vet to be present.
 - iii. The site’s arena was not fully enclosed, it required a gate at each end of the arena. This was a safety issue.
 - iv. The site required an EMT/Ambulance to be present.
 - v. When Ms. Wyman, Site Host, mentioned that there would be a fee for the IBOP; the venue was reluctant to provide a space for it or even to support it. The site was difficult to work with.
 - vi. The new site is held by a Friesian trainer, and he has 6 of the registered participants on site. These registered participants will not have to pay for stalls. (Stall fee is \$100.00 per day). The stall fee will only be for the remaining participants who are not there for training.
 - vii. The facility fee of \$1500.00 is inclusive of everything needed except a PA system.
 - viii. All of participants are happy about the change of venue location, it is 3-4 hours closer to their homes and will not require an overnight in a hotel.

- ix. Due to the number of participants (currently at 11), they can start later in the day.
- x. **Ms. Clough made a motion to approve Ms. Wyman's private venue application. Ms. Miley seconded the motion.** It was clarified that the venue owner was not a FHANA member. It was asked if they can show from their trailers. Mr. Tice reported that they could per input from Mr. Gibson. Mr. Smith noted that it was important for private venues to be less expensive. Ms. Clough noted that they have a sponsor to offset their costs. Mr. Tice noted that the other site was closer to LAX, this is closer to Ontario. They will need to fight traffic to get to LAX. **A vote was taken, and it passed unanimously.**

VIII. Review Items – Mr. Smith

- a. 2023 FHANA Board of Directors Elections - Jo Ann Clough. Do not need to declare 2024 Term ends for: Allison Thomas, Charlotte Dumford, Erin Miley
2025 Term ends for: Jo Ann Clough and Danielle Piascik
2026 Term ends for: Eric Smith and Will Bron
- i. Important Election Dates:
 - 1. November 1, 2023-Call for Nominations
 - 2. November 30, 2023-Close Nominations
 - 3. December 5, 2023-Email/Mail Campaign Questions
 - 4. December 14, 2023-Town Hall Session December 15, 2022-Return of Campaign Questions and Biographies
 - 5. January 1, 2024-Mail/Email Ballots, Campaign Question Responses & Bios to Membership
 - 6. January 31, 2024-Election Closes
 - 7. February 6, 2024-Count Ballots and Announce Results

IX. Discussion Items – Mr. Smith

- a. 2024 Stallion Show - Jason Tice
 - i. Mr. Tice included information on the Stallion Show for Directors and their significant others. The KFPS is offering better seating this year. It will be in the corner on the east side, not in the nosebleed section. Mr. Tice needs to know if you will be going by October 15.

X. Round Table Discussion – Mr. Smith

- a. The utilization of the Board Liaison with the FMC since it is not a committee was discussed. It was explained that this is an important connection for communications.
- b. Health Committee: Reminder that there is a Nutrition Webinar with Nicole Rambo, PhD on September 26, 2023.
- c. Membership Committee Updates:
 - i. Ms. Dodge completed a beautiful drawing of Tetman 205 that is similar to Age 168. This is an incredible member benefit!

- ii. The Membership committee is also organizing the first ever FHANA 4K Ride or Drive community event! \$30/member all proceeds to benefit the FHANA Health initiative. There are T-shirts for every participant and prizes awarded. They are looking at launching the event possibly in October into November.
- d. Inspection Requirement for Coggins: Ms. Clough sought BOD support to change the Coggins requirement contained in the Site Host Manual which currently states: **The Coggins results must be dated within 30 days before the inspection.** This has come under question by a number of members. This standard exceeds governmental requirements in the U.S. and Canada and adds unnecessary costs. **Ms. Clough motioned that the language be changed to sites should follow their state, providence, or local governmental rules as it applies to Coggins testing requirements.** With this change, the Site Host Manual will then be in-line with the Inspection Manual. **Ms. Miley seconded the motion.** Mr. Smith reported that there is a loophole, some state do not require a Coggins test. **Ms. Clough amended the motion to: Participants must have a current, valid Coggins in the state or providence the event is held and that it is filed at the Inspection site. Ms. Dumford seconded the motion.** After a brief discussion it was determined that a motion was not required and that the Inspection Committee could address this issue. Mr. Tice and Ms. Clough will work on this tomorrow.

XI. Action Items – Ms. Clough

- a. Proposed Lifetime Achievement Award modifications to be returned to committee for more discussion and refinement - Charlotte Dumford
- b. Foal Book process for licensing application - Eric Smith
- c. Examine rules and regulations pertaining to member conduct, develop action options and a penalty table - Allison Thomas
- d. Continue to Update Circuit 5 expense and revenue data - Jason Tice
- e. Health Committee to author an article to help members understand SNP testing - JoAnn Clough
- f. Reconcile language in the charter and bylaws pertaining to the countries FHANA covers (U.S, Canada, etc.) - Allison Thomas
- g. Stallion process draft to be returned to committee for refinement and completion - Will Bron
- h. Directors to work with their respective committee on budgets. They are due to Mr. Tice October 1 – All Directors
- i. Directors are to notify Mr. Tice if they will attend the Stallion Show by Oct 15 – all Directors
- j. Mr. Tice, Mr. Smith, and Ms. Thomas will prepare to meet with the KFPS on Oct 12.

XII. Meeting Evaluation – Mr. Smith.

- a. Board members remarked that the meeting was productive, on task, and had positive energy. Mr. Smith commented that we need to continue to strive to make improvements.

XIII. Good of the Order

- a. Next meeting: October 24, 2023, at 6PM EDT, Future Meeting November 28, 2023, at 6PM EDT

XIV. Adjourn

- a. The motion to adjourn was made by Ms. Clough. The motion was seconded by Ms. Thomas. The meeting adjourned at 6:50 pm.